

**EEOC TRAINING INSTITUTE**  
**Omaha Technical Assistance Program Seminar Agenda**  
**June 9, 2004**

**Agenda Highlights:** Get updated on recent legal developments in EEO and then choose from eight different workshop options. EEOC and local expert presenters from the Omaha area will cover all the important EEO topics: the disability act, mediation, harassment, EEOC and the Nebraska Equal Opportunity Commission charge processing procedures, and investigating EEO complaints. Plus a special session for federal employees featuring the latest information on complaint processing.

8:00 am                    **Registration**

8:30 am                    **Welcome and Opening Remarks**  
*Jeanette M. Leino*, Acting District Director  
Equal Employment Opportunity Commission-Denver District

8:40 am                    **Recent Legal Developments in EEO**  
*Chris Hedican*, Attorney at Law  
Baird & Holm Law Firm  
*Mary Gaines*, Partner  
Ballew Schneider Covalt Gaines & Engdahl Law Firm

An overview of legal developments in the area of employment discrimination.

9:45 am                    **Break**

10:15 am                  **WORKSHOP “A” OPTIONS** (Select one of the following)

1.     **ADR - The Win/Win Alternative**  
*Jimmy Lovato*, Alternative Dispute Resolution Coordinator  
Equal Employment Opportunity Commission-Denver District  
*Tracy Poer*, Mediator  
Nebraska Equal Opportunity Commission

Learn why the Alternative Dispute Resolution (ADR) program at EEOC is a win/win for everyone. Included are an overview of EEOC's mediation process, the requirements for contract mediators, and the success rate of the mediation program at EEOC.

2.     **The EEOC Charge Processing Procedure**  
*Holly Romero*, Supervisory Investigator  
Equal Employment Opportunity Commission-Denver District  
*Tim Loudon*, Attorney at Law  
Berens & Tate P.C.

Learn how a charge of discrimination is classified, when mediation is offered, and when the legal unit becomes involved in the charge.

3. **The ADA**

*Jeanette M. Leino*, Acting District Director  
Equal Employment Opportunity Commission-Denver District  
*Jill Jensen*, Attorney at Law  
Cline, Williams, Wright, Johnson, and Oldfather P.C.

Obtain an overview of the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). This session will explain the difference between the ADA and FMLA; how the determination is made whether an employee meets the eligibility requirements for the ADA and FMLA; and what medical documentation a company may legally request when an employee needs either a reasonable accommodation under the ADA or leave under FMLA.

12:00 pm

**Lunch**

**Nebraska Department of Economic Development**

Hear an update on how the Nebraska Department of Economic Development has been working toward maintaining a business environment that encourages a highly skilled workforce, an equitable tax structure, fair and legitimate liability laws, an emphasis on technological advancement, reasonable environmental regulations and a positive business climate.

1:15 pm

**WORKSHOP “B” OPTIONS** (Select one of the following)

1. **Harassment - More Than Just Sexual**

*Rita Byrnes Kittle*, Trial Attorney  
Equal Employment Opportunity Commission-Denver District  
*Mark A. Fahleson*, Attorney at Law  
Rembolt, Ludtke & Berger, LLP

Through a legal analysis of EEOC’s most recent guidance on employer liability, legal cases and workplace scenarios, become informed on what every manager should know about harassment. The discussion will include analysis of the Supreme Court rulings in Faragher v. City of Boca Raton and Burlington Industries v. Ellerth.

2. **EEO Information for Federal Employees**

*Kelly Humphrey*, Administrative Judge  
Equal Employment Opportunity Commission-Denver District  
*Sheila Somberg*, Mediator  
Mediation U.S.A.

From mediation to summary judgement, learn about the current issues affecting the processing of complaints by federal employees. Included in this discussion will be information on hearings, redress, mediation, damages and summary judgement. Time will be allotted for questions and answers.

3. **Non-EEO Issues Facing the Human Resource Professional**

*Joseph Dreesen*, Partner  
Berens & Tate, P.C.

Joseph Dreesen, a partner at Berens & Tate, is involved in all aspects of labor relations, employment litigation and human resources management. He successfully defends clients in union corporate campaigns, advises companies on labor relations and employment law issues, conducts complex contract negotiations, and defends numerous employment-related cases. Hear his practical and even-handed approach on how to handle various situations in the employment arena.

2:45 pm

**BREAK**

3:00 pm

**WORKSHOP “C” OPTIONS** (Select one of the following)

1. **Harassment - More Than Just Sexual**

*Rita Byrnes Kittle*, Trial Attorney  
Equal Employment Opportunity Commission-Denver District  
*Mark A. Fahleson*, Attorney at Law  
Rembolt, Ludtke & Berger, LLP

Repeat session.

2. **FEPA’s and their Relationship with EEOC**

*Jimmy Lovato*, Alternative Dispute Resolution Coordinator  
Equal Employment Opportunity Commission-Denver District  
*Barbara Albers*, Unit Director  
Nebraska Equal Opportunity Commission  
*Gayle Kinsey-Thompson*, Director  
Omaha Human Relations Department  
*Colleen Floph*, Civil Rights Senior Investigator  
Lincoln Commission Human Rights

Attend a discussion on EEOC’s relationship with the local and state civil rights agencies and an explanation of the differences and similarities between NEOC and EEOC employment laws. Included will be information on marital status and housing laws in Nebraska.

3. **How to Investigate an Internal Complaint of Discrimination:  
Techniques for the Federal and Private Sector Employers**

*Patricia McMahon*, Program Analyst

Equal Employment Opportunity Commission-Denver District

Hear about the top ten mistakes that many companies make and how to correct them. Learn from others! This interactive workshop will offer an open microphone for participants to share their success stories.

4:30 pm

**Wrap-up**